

2011 KEA ESP Survey Results: Owensboro Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		105		25		11		14		13		39		0		3		0	
Demographics																			
Job category	Clerical	25	24%																
	Custodial	11	10%																
	Food Services	14	13%																
	Inst. Assts.	39	37%																
	Health/Student Services	13	12%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	3	3%																
	Transportation	0	0%																
Work location	Elementary	35	33%	3	12%	2	18%	5	36%	4	31%	21	54%	0	0%	0	0%	0	0%
	Middle	40	38%	14	56%	6	55%	6	43%	5	38%	8	21%	0	0%	0	0%	0	0%
	High School	25	24%	7	28%	2	18%	3	21%	3	23%	9	23%	0	0%	0	0%	0	0%
	District Wide	1	1%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	3	3%	0	0%	1	9%	0	0%	1	8%	1	3%	0	0%	0	0%	0	0%
Years employed	1 year	5	5%	0	0%	2	18%	1	7%	1	8%	1	3%	0	0%	0	0%	0	0%
	2-5 years	13	12%	2	8%	0	0%	3	21%	2	15%	4	10%	0	0%	0	0%	0	0%
	6-9 years	14	13%	2	8%	0	0%	1	7%	3	23%	8	21%	0	0%	0	0%	0	0%
	10-14 years	26	25%	9	36%	2	18%	3	21%	2	15%	10	26%	0	0%	0	0%	0	0%
	15-19 years	28	27%	7	28%	4	36%	4	29%	1	8%	11	28%	0	0%	0	0%	0	0%
	20-24 years	13	12%	2	8%	2	18%	1	7%	4	31%	4	10%	0	0%	0	0%	0	0%
	25 or more	6	6%	3	12%	1	9%	1	7%	0	0%	1	3%	0	0%	0	0%	0	0%
Years in district	1 year	28	27%	7	28%	4	36%	4	29%	1	8%	11	28%	0	0%	0	0%	0	0%
	2-5 years	13	12%	2	8%	2	18%	1	7%	4	31%	4	10%	0	0%	0	0%	0	0%
	6-9 years	6	6%	3	12%	1	9%	1	7%	0	0%	1	3%	0	0%	0	0%	0	0%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	7	7%	0	0%	2	18%	1	7%	1	8%	2	5%	0	0%	0	0%	0	0%
	20-24 years	15	14%	2	8%	0	0%	3	21%	2	15%	7	18%	0	0%	0	0%	0	0%
25 or more	13	12%	3	12%	1	9%	1	7%	3	23%	5	13%	0	0%	0	0%	0	0%	

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Education level	HS or GED	25	24%	5	20%	5	45%	8	57%	0	0%	7	18%	0	0%	0	0%	0	0%
	tech/vocational	6	6%	2	8%	3	27%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	some college	32	30%	8	32%	2	18%	5	36%	3	23%	14	36%	0	0%	0	0%	0	0%
	associate's	17	16%	6	24%	1	9%	0	0%	2	15%	6	15%	0	0%	0	0%	0	0%
	bachelor's	16	15%	3	12%	0	0%	0	0%	5	38%	8	21%	0	0%	0	0%	0	0%
	master's	6	6%	1	4%	0	0%	1	7%	2	15%	2	5%	0	0%	0	0%	0	0%
Additional jobs in district?	None	86	82%	20	80%	10	91%	11	79%	11	85%	31	79%	0	0%	0	0%	0	0%
	1	14	13%	3	12%	0	0%	3	21%	2	15%	6	15%	0	0%	0	0%	0	0%
	2	4	4%	1	4%	1	9%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	82	78%	23	92%	8	73%	14	100%	6	46%	29	74%	0	0%	0	0%	0	0%
	1	19	18%	0	0%	2	18%	0	0%	6	46%	10	26%	0	0%	0	0%	0	0%
	2	4	4%	2	8%	1	9%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	2	2%	0	0%	0	0%	2	14%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	16	15%	2	8%	1	9%	5	36%	0	0%	8	21%	0	0%	0	0%	0	0%
	31-40 hours	71	68%	21	84%	9	82%	4	29%	9	69%	25	64%	0	0%	0	0%	0	0%
	over 40 hours	16	15%	2	8%	1	9%	3	21%	4	31%	6	15%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	67	64%	19	76%	5	45%	9	64%	4	31%	28	72%	0	0%	0	0%	0	0%
	No	36	34%	5	20%	5	45%	5	36%	9	69%	11	28%	0	0%	0	0%	0	0%
Gender	Female	88	84%	23	92%	4	36%	13	93%	13	100%	33	85%	0	0%	0	0%	0	0%
	Male	16	15%	1	4%	7	64%	1	7%	0	0%	6	15%	0	0%	0	0%	0	0%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	7	7%	2	8%	0	0%	0	0%	0	0%	5	13%	0	0%	0	0%	0	0%
	30-39	10	10%	0	0%	1	9%	2	14%	4	31%	3	8%	0	0%	0	0%	0	0%
	40-49	31	30%	7	28%	4	36%	2	14%	8	62%	8	21%	0	0%	0	0%	0	0%
	50-59	47	45%	14	56%	5	45%	8	57%	1	8%	18	46%	0	0%	0	0%	0	0%
	60-64	8	8%	2	8%	1	9%	1	7%	0	0%	4	10%	0	0%	0	0%	0	0%
	65 or older	2	2%	0	0%	0	0%	1	7%	0	0%	1	3%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	97	92%	24	96%	11	100%	14	100%	11	85%	36	92%	0	0%	0	0%	0	0%
	No	5	5%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
Is it accurate?	Yes	78	74%	18	72%	11	100%	14	100%	9	69%	24	62%	0	0%	0	0%	0	0%
	No	24	23%	6	24%	0	0%	0	0%	2	15%	15	38%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	60	57%	15	60%	9	82%	7	50%	7	54%	19	49%	0	0%	0	0%	0	0%
	No	42	40%	9	36%	2	18%	7	50%	4	31%	20	51%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	36	34%	9	36%	2	18%	7	50%	3	23%	15	38%	0	0%	0	0%	0	0%
	1-10%	37	35%	7	28%	5	45%	3	21%	5	38%	15	38%	0	0%	0	0%	0	0%
	11-15%	14	13%	4	16%	1	9%	0	0%	3	23%	5	13%	0	0%	0	0%	0	0%
	16-25%	6	6%	4	16%	0	0%	1	7%	0	0%	1	3%	0	0%	0	0%	0	0%
	more than 25%	9	9%	1	4%	3	27%	3	21%	0	0%	2	5%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	81	77%	23	92%	5	45%	14	100%	10	77%	28	72%	0	0%	0	0%	0	0%
	neither	11	10%	1	4%	4	36%	0	0%	1	8%	3	8%	0	0%	0	0%	0	0%
	disagree/ strongly	11	10%	1	4%	2	18%	0	0%	0	0%	8	21%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	20	19%	2	8%	4	36%	2	14%	2	15%	8	21%	0	0%	0	0%	0	0%
	No	62	59%	16	64%	5	45%	6	43%	8	62%	26	67%	0	0%	0	0%	0	0%
Administer medications?	Yes	20	19%	2	8%	4	36%	2	14%	2	15%	8	21%	0	0%	0	0%	0	0%
	No	86	82%	22	88%	11	100%	14	100%	4	31%	32	82%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	20	19%	3	12%	0	0%	0	0%	8	62%	9	23%	0	0%	0	0%	0	0%
	No	8	8%	2	8%	1	9%	0	0%	2	15%	2	5%	0	0%	0	0%	0	0%
	not applicable	21	20%	2	8%	4	36%	8	57%	0	0%	5	13%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	58	55%	13	52%	2	18%	13	93%	8	62%	20	51%	0	0%	0	0%	0	0%
	No	43	41%	12	48%	8	73%	1	7%	3	23%	18	46%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	35	33%	10	40%	2	18%	3	21%	5	38%	13	33%	0	0%	0	0%	0	0%
	No	58	55%	13	52%	7	64%	10	71%	5	38%	22	56%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	21	20%	0	0%	0	0%	0	0%	0	0%	21	54%	0	0%	0	0%	0	0%
	No	17	16%	0	0%	0	0%	0	0%	0	0%	17	44%	0	0%	0	0%	0	0%
	not applicable	66	63%	25	100%	11	100%	14	100%	13	100%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	2	2%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	2-3 times/week	7	7%	0	0%	0	0%	0	0%	0	0%	7	18%	0	0%	0	0%	0	0%
	4-5 times/week	7	7%	0	0%	0	0%	0	0%	0	0%	7	18%	0	0%	0	0%	0	0%
	6-10 times/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	more than 10 times/week	3	1%	0	0%	0	0%	0	0%	0	0%	3	3%	0	0%	0	0%	0	0%
	not applicable	83	79%	25	100%	11	100%	14	100%	13	100%	17	44%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	91	87%	24	96%	9	82%	14	100%	11	85%	30	77%	0	0%	0	0%	0	0%
	No	9	9%	1	4%	2	18%	0	0%	0	0%	6	15%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	58	55%	14	56%	3	27%	11	79%	4	31%	24	62%	0	0%	0	0%	0	0%
	No	38	36%	10	40%	6	55%	1	7%	7	54%	13	33%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	51	49%	10	40%	3	27%	6	43%	6	46%	24	62%	0	0%	0	0%	0	0%
	No	42	40%	13	52%	5	45%	7	50%	5	38%	11	28%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	31	30%	7	28%	2	18%	2	14%	7	54%	12	31%	0	0%	0	0%	0	0%
	No	61	58%	16	64%	6	55%	8	57%	4	31%	25	64%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	4	4%	0	0%	2	18%	0	0%	1	8%	1	3%	0	0%	0	0%	0	0%
	No	93	89%	24	96%	7	64%	13	93%	9	69%	37	95%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	85	81%	22	88%	9	82%	14	100%	10	77%	27	69%	0	0%	0	0%	0	0%
	neither	11	10%	3	12%	2	18%	0	0%	1	8%	5	13%	0	0%	0	0%	0	0%
	disagree/ strongly	6	6%	0	0%	0	0%	0	0%	0	0%	6	15%	0	0%	0	0%	0	0%

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